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commercial as well as commercial values,—*i.e.*, the maintenance of the organic unity of the related faculties of effort and enjoyment ; (3) the establishment of a social standard of goodness or happiness as an ideal.

“To this it must be added that he made the most searching inquiry into the human processes involved in production and consumption.

“‘Honest production, just distribution, wise consumption,’—these words summarize the reforms the necessity of which he labored to enforce.”

This last extract may give some idea of the scope and significance of Mr. Hobson's book. It would, no doubt, be possible to take exception to some of his judgments ; in particular, is not his scornful language about orthodox economists somewhat wanting in perspective ? But it is eminently a book which a reviewer would rather recommend than criticise. No reader of this JOURNAL should neglect to read it, however much or however little he may accept some of its positions. The book is worthy of the subject ; it is a very real help ; and it is a contribution not only to the understanding of Mr. Ruskin's social and economic science but to social and economic science itself. But perhaps its highest praise is that, apart from its own intrinsic importance, it will prove not only a real help but a fresh incentive to the study of the original.

There are, however, some slips and misprints which should be corrected in a future edition,—*e.g.*, the quotation on page 41 (“only” for “not”), “Comptist,” page 195, “longer” for “larger,” page 307 ; and surely it was Lassalle not Schulze-Delitsch who advocated “state-assisted” industrial societies. Words like “spiral,” “pivotal,” “preachment,” are not attractive, and some of the epithets attached to Mr. Ruskin's critics or opponents might be chastened without serious loss of effect. They tend to give a partisan flavor to what is in substance an eminently judicial and scientific exposition.

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**METHODS OF INDUSTRIAL REMUNERATION.** By David F. Schloss. Third Edition, Revised and Enlarged. London : Williams & Norgate. Pp. xix., 446.

This third edition of a work which was first published in 1892 is in great part rewritten and in some part remodelled. It is need-

less to say that it is a valuable book, and that Mr. Schloss was exceptionally well qualified to write it, both by his investigations in association with Mr. Charles Booth and by his position in the Labor Department of the Board of Trade. It is distinguished by the most rigorous analysis and by much acute criticism. Political economists are very much in need of very many more physiologies of industry of the same kind.

Mr. Schloss begins with four classes of wages,—namely, time-wages, piece-wages, task-wages, and progressive wages; all of which may be individual or collective. He points out that in actual practice time-wages have a piece element and piece-wages a time element. Of course it must be so. It is always understood that men engaged by time or piece have to get through a normal amount of work in a normal time. Task-wages are not very prevalent. They are distinguished from “time-wage piece-work”—the term sufficiently suggests what is meant—by the facts that there is no secure minimum and no reward for any output beyond the standard. We can quite believe the author “that it is scarcely necessary to add that the method of task-work is regarded by the working classes with extreme dislike.” Progressive wages lead us into the details of gain-sharing, the main idea of which is that a portion of the gain resulting from the saving in cost of production, due to the  $\frac{\text{quantity}}{\text{time}}$  output, should accrue to the operatives. Gain-sharing is distinguished from profit-sharing in that the former does not, while the latter does, provide for a division among the employees of receipts caused by the accidents of price within fixed periods. Mr. Schloss—rightly, I think—has a bias in favor of the progressive type of wage. Of course, an employer cannot always choose, as some forms of remuneration are impossible in some industries, and he may have to deal with a union with views of its own. Our author notices the chief objections to each form of remuneration, and also the objections, real or fancied, which have a hold on portions of the public, and so form economic forces. Of the latter class is the “theory of the lump of labor.” The main objection to time-wages is the tendency to loitering. We must remember, however, in justice to trade unions, that the policy of “going canny” has been unhesitatingly denounced by the responsible trade union officials. But, though there may be no deliberate intention to loiter, it is quite certain that the time-worker will labor with less energy than the piece-worker, and experience shows that the difference,

when the nature of the industry allows of it, is great. Among the objections to piece-work are the sacrifice of quality to quantity and the strain on the workmen, especially on the less efficient, which again may involve a sacrifice, that of the future for the present.

The book is full of interesting facts about the labor world ; some of which have a direct and forcible bearing upon problems of social reform. For instance, our author, after giving evidence, concludes that "experience shows that the best results are obtained where it is possible to pay each man according to the results of his own labor" (p. 25). I shall have something to say of the concluding words hereafter, but they must be left for the present. It is, of course, not always possible to deal with each man in this way, and sometimes, if you are to have piece-work at all, you must have large groups. Our author points out that the larger the group the less is the stimulating effect of piece-work. This fact is used against profit-sharing. On page 303 we read: "under a profit-sharing scheme the group-unit is the whole body of employees,—a body so large that, since no one can be sure that while he is doing what he can to increase the profits of the firm by the display of special activity and carefulness, a number of his co-employees, employed perhaps in a distant part of the factory, are not taking things easy, and leaving it to him to earn a big bonus for them, it is in the highest degree probable that many men will not trouble themselves to work with more than normal diligence." Another suggested objection to profit-sharing is the want of certainty in the reward. I am not so sure about this. It seems to me very likely that the workman in the case supposed on page 300 might have chosen the twenty per cent. profit and not the two shillings. There is a gambling spirit abroad which exaggerates the chances of success,—doubtless it disappears with development: the history of insurance, at any rate, would seem to suggest it. Again, Mr. Schloss writes: "as experience proves, the sooner after a job is completed that you can pay your bonus, the more efficient will the bonus be as a stimulus" (p. 304). This is a well-known psychological fact. The really important question is, how great is the influence of propinquity *now*? Mrs. Bosanquet's investigations into pawn-broking lead her to suppose that the perspective in some workmen's lives ends before the end of the week. Our author also has quantitative views on the subject. He judges (p. 139) that the difference between a week and a month is sufficient to appreciably affect the stimulus given by some fixed premium.

That cardinal principle of industrial remuneration "that every man shall receive his own reward according to his own labor," might form the subject of a very long essay. Whether it is intended to be ethical or economic,—by economic is meant here that which tends to a maximum product,—it is equally disputable. If it is economic, how is it proposed to measure the quantity of product? If value is introduced, utility comes with it, and the investigator is thrown back into the difficulties treated by Professor Sidgwick in Book III. of his "Political Economy," and by Professor Marshall in the "Principles" (pp. 506-511, second edition, *et passim*). The "according to his own labor" conveys no clear and distinct idea. If it means that wages should vary directly as the quantity of labor, we want to know further the meaning of quantity of labor. Is it effort, energy, or product? But, supposing this point settled, we are still in the dark as to what wages should be, since the principle tells us, indeed, that wages should vary directly as labor, but gives no information about the standard or initial wage. If the principle means that the product of labor belongs to the laborer, then it states an insoluble problem, for, in most cases, the product is "joint," and you cannot say how much is due to each factor.

Upon productive co-operation our author has modified his views; but his criticism, though milder, remains generally on the old lines. The reason for the change lies in facts. That which was moderately correct at the close of the eighties is not at all true in 1898. The Labor Association was founded in 1883, and at the British Association, last year, the secretary was able to give figures which showed an increase, since that date, of 1600 per cent. in the sales, and of 1100 per cent. in the capital of copartnership societies. Mr. Schloss has, in consequence, been forced to the conclusion that the progress made by these "self-governing" associations, during the last few years, "has been very remarkable" (p. 351). It should be noticed, further, that the movement may even "succeed in that it seems to fail." The following evidence, given before the Labor Commission, by one who is no friend to co-operation in the cotton industry, will illustrate my meaning. "2552. . . . Several of the most successful firms in Burnley sprang from it" (The Harle Skye Commercial Co.). "They date their start from the breaking up of that company. . . . 2553. They gained their experience as manufacturers in this Industrial Partnership, and then they engaged in individual enter-

prises and became successful men?—Yes, four firms in Burnley, within my own knowledge, have sprung from that business. 2554. And successful firms?—Yes, quite successful.” Our author mentions important considerations with reference to the holding of shares by employees in the concerns in which they work. It might, says Mr. Schloss, do a great deal “to destroy the cohesion of trade union combination, where a union exists, and to delay or prevent the formation of a trade union where none exists, and might develop, in the minds of the employees, a spirit of submission, which would go far to secure the avoidance of industrial conflicts” (p. 360). The writer goes on to remark that the advantage of industrial peace on such terms is a “question of no little interest.” Some might easily think that the disadvantages were beyond a doubt.

On the whole, Mr. Schloss has done very wisely in his revision. The work, as it stands, is extremely interesting, and it will prove most valuable as a book of reference. We hope that Mr. Schloss will be able to bring it up to date at each succeeding edition.

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**THE ELEMENTS OF SOCIOLOGY:** A Text-Book for Schools and Colleges. By Franklin Henry Giddings, M.A., Ph.D. New York: The Macmillan Company, 1898. Pp. 353. Price, \$1.10.

There is a strong popular demand for a succinct, intelligible account of sociological theory. The various teachers of sociology have also felt keenly the need of an elementary text-book on the subject for use in connection with lectures in high school and college. Professor Franklin H. Giddings, of Columbia University, whose larger work, entitled “The Principles of Sociology,” and his numerous other contributions to sociological literature, make him eminently qualified to undertake this task, has recently published a small volume entitled “The Elements of Sociology.” This is not a condensation of Professor Giddings’s larger work, but a new book, indicating some modification and further development of Professor Giddings’s well-known theories. It is excellently written, and is destined to fill a large place in meeting the demands to which we have already referred.

Beginning with a discussion of the growth of population and of human society and of how and where aggregations of people are established, the author begins his theoretical discussion with an